



State of Montana
Department of Environmental Quality

Complaint Resolution Form

Alternative accessible formats of this document are available on request.

Complainant's Name: (First) (Middle) (Last)

Mailing Address: (Street) (P.O. Box)

(City) (ST) (Zip Code)

Phone Number: (Home) (Work) (Cell)

Complainant's Status:

- Employee Job Applicant Department Customer Interested Person

Basis of Complaint:

- Race Color Genetic Information Retaliation
Creed Age National Origin Political Belief
Religion Physical or Mental Disability Sexual Orientation Marital Status
Sex Veteran Status Social Origin or Condition Ancestry
Culture

Name of person you believe discriminated against you:

Department or Address:

Phone:

Date: Time: Place of the incident(s):

Documentation:

Please attach copies of any documents or material you believe are relevant.

Witnesses:

Did anyone witness the incident(s) of discrimination? Yes No If so, please list names and phone numbers of any witnesses to the incident(s). Use additional pages if necessary.

Name: Phone:

Name: Phone:

Name: Phone:

**Statement:**

Please describe the incident(s) as clearly and concisely as possible. Provide as much detail as you can recall, including when and where the events occurred and who said what to whom. Explain why you believe the conduct or treatment was discriminatory. Use additional pages, if necessary.

**Action Sought:**

Please describe what you would like to see done to correct the situation.

**Complaint Authorization:**

I understand that complete confidentiality cannot be maintained in the process of handling informal and formal complaints. I agree that this statement of allegations may be used during the investigation of the case. I further consent that this statement and certain information in the complaint file may be disclosed to certain agency employees including the person I believe discriminated against me in order to resolve my complaint, conduct fact finding, or implement remedial action. I also understand that information may be disclosed if required by law, rule, regulation, or court order. I affirm that this complaint statement is true, accurate, and complete to the best of my knowledge.

---

**Signature of Complainant**

---

**Date**

In addition to, or in lieu of, filing a complaint of unlawful discrimination or retaliation under this complaint process, individuals may file a complaint with an applicable state or federal agency. Jurisdiction may vary based on the nature of the complaint. For advice, assistance and an explanation of filing deadlines, individuals may contact the following:

**Department of Environmental Quality (DEQ)**

Human Resources Office Nondiscrimination  
Coordinator  
1520 East Sixth Avenue  
P.O. Box 200901  
Helena, MT 59620-0901  
Email:DEQHumanResources@mt.gov  
Phone: (406) 444-6717  
Fax: (406) 444-5330

**Montana Human Rights Bureau (HRB)**

33 S. Last Chance Gulch  
P. O. Box 1728  
Helena, MT 59624  
Phone: (800) 542-0807  
Phone: (406) 444-2884  
Fax: (406) 444-2798  
TTY: (406) 444-0532

**United States Equal Employment Opportunity Commission (EEOC)**

Federal Office Building  
909 First Avenue, Suite 400  
Seattle, WA 98104-1061  
Phone: (800) 669-4000  
Fax: (206) 220-6911  
TTY: (800) 669-6820